United Nations ST/IC/1999/29

Secretariat

16 April 1999

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **1998 Field Service promotions**

1. The Secretary-General, having considered the recommendations of the Field Service Promotion Review Panel for the 1998 review, has approved the following promotions for staff members in the Field Service category to the FS-7, FS-6, FS-5, FS-4 and FS-3 levels:

To FS-7

Ms. Mary Roth
Mr. King Amuaben
Mr. Gordon McDougall

To FS-6

Mr. Harbir Singh
Mr. Eckehart Loczi
Mr. Gert Schmidt
Mr. Thaddeus Anglin
Mr. Michael Laird
Mr. Badri Poudel

To FS-5

Mr. Tore Berland
Mr. Lars Lindstrom
Mr. Taitnarine Baldeo
Mr. Gonzalo De Murga
Mr. David Padi
Mr. Terry McDougall
Mr. Lindbergh Reynolds
Mr. Eduardo Artigas
Mr. Frode Solvik
Mr. Cornelius Huijzer
Mr. Leif Haaland
Mr. Daniel Kitcher
Mr. Svein Kvamsdal
Mr. Michael Fletcher
Mr. Phillip Davies

To FS-4

Mr. Ronald Squire
Mr. Edwin Tukpeyi
Mr. Robert Milosevic
Mr. George Boella
Mr. Edmond Campbell
Mr. Robert Dadzie
Mr. Paepae Wiki
Mr. Timothy O'Boyle
Mr. Stephan Tamplin
Ms. Nancy Muriga-Kihato
Mr. Brian Cupidore
Mr. Victor Adjei
Mr. Kurt Barkowski
Mr. Michael Bowen

* Expiration date of the present information circular: 31 December 1999.

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Mr. Darren Rapana
Mr. Stefan Muller
Mr. Abdul Shaffy
Mr. Raymund Ryan

To FS-3

Mr. Rene Markus
Mr. Charles Sidede
Mr. Olli Ketolainen
Mr. Erkki Venalainen
Mr. Mohammed Amin
Mr. Paul Ingebrigtsen
Mr. Gerard Beiszkammer
Mr. Clive Peck

Recourse procedure

2. Staff members are reminded of the criteria for promotion, which include (a) performance; (b) record of mobility; (c) academic training and professional qualifications and achievements; (d) linguistic proficiency; (e) supervisory abilities and leadership capabilities, as applicable; (f) seniority in grade and experience; and (g) guidelines and measures to improve the status of women. It should be noted that promotion necessarily depends not only upon a staff member's intrinsic merit and seniority but also upon a comparison of his or her overall qualities with those of his or her colleagues in a situation limited by the availability of posts. Although the reviewing authorities make every effort to ensure that a staff member's case for promotion has received full consideration, it is conceivable that the data presented in his or her case may have been incomplete in some significant respect. For this reason, the recourse procedure described below has been established to ensure full and fair consideration of all eligible staff members.

3. If a staff member believes that his or her name has been omitted because of incomplete information placed before or available to the Review Panel, he or she may write to the Chairperson of the Panel, giving grounds for his or her belief. Such recourse letters (in eight copies) must be submitted WITHIN ONE MONTH of the publication date of the present circular and should be addressed to the Chairperson of the Field Service Promotion Review Panel for the 1998 review, through the Secretary of the Panel, room S-2545B.

4. Relevant information brought to the attention of a reviewing body by a staff member will be examined with a view to determining whether, had it been known at the time of the initial review, it would have warranted the inclusion of his or her name in the list. Staff members are also advised that letters of recourse will be included in their official status files once the review has been completed.

5. The appointment and promotion bodies will decide what further recommendation, if any, they should make to the Secretary-General.